

2020 BENEFITS AT A GLANCE



At Progress Residential, we are grateful for the effort and enthusiasm that you display at work every day. It is this energy that drives and motivates us to offer a comprehensive suite of benefits for you and your family. As we head into 2020, our priorities are to keep our benefit plans competitive, respond to and prepare for federal regulations, and modernize our benefit plan design.

CORE BENEFITS

PAID BY PROGRESS RESIDENTIAL

Short Term Disability

- 60% of weekly earnings for up to 11 weeks and \$2,300 maximum weekly benefit
- Paid in full by Progress Residential

Life and AD&D Insurance

- 1x Base Annual Earnings (\$50,000 minimum up to \$300,000 max)

Health Advocate™ Personal Services

- Answer questions about your health plan, help you understand your coverage, find doctors, and support medical and insurance issues

EmployeeConnect™ Employee Assistance Program

- Confidential access to counseling and support programs for you and your family
- Paid in full by Progress Residential

TravelConnect™ Services

- Support for you and your family if the unexpected happens while traveling on business or pleasure 100 or more miles from your primary residence

Telemedicine

- Through AmWell or DoctorsOnDemand, you can connect with a board-certified doctor anytime via video chat

FINANCIAL BENEFITS

401(k) Workplace Savings Plan

- Progress Residential's 401(k) plan is designed to help you reach your retirement goals and can be a powerful tool in your secure financial future

Long Term Disability

- 50% of monthly earnings up to \$2,500 monthly benefit paid in full by Progress Residential
- Additional buy-up coverage available for purchase: 60% of monthly earnings, up to a maximum monthly benefit of \$10,000

Voluntary Life and AD&D Insurance

- Employees may elect coverage up to 5x annual salary or \$500,000
- Spouse coverage available up to 50% of the Employee election, to a max of \$250,000
- Dependent child coverage of \$10,000 available
- Amounts over \$150,000 for Employees, and \$30,000 for Spouses, require Evidence of Insurability

Health Savings Account (HSA)

- Participants in the HDHP medical plan may participate in the HSA – a personal savings account designed to help pay out-of-pocket healthcare expenses on a tax-free basis
- Progress Residential makes a generous contribution to participating HSAs each pay period

Flexible Savings Account (FSA)

- The Healthcare FSA is a pre-tax account for participants in the PPO medical plan, designed to pay certain out-of-pocket healthcare costs
- The Dependent Care FSA may be used by participants in either HDHP or PPO medical plans to set aside pre-tax money and use it to pay for eligible dependent care expenses

TIME OFF FROM WORK

Progress Residential provides Paid Time Off (PTO) based on tenure, in addition to nine paid holidays and two floating holiday. PTO may be used for illness, vacation, and personal time away from work.

UNITEDHEALTHCARE MEDICAL AND PHARMACY BENEFITS

- Three medical plans are available – Base PPO, Buy-Up PPO, and High Deductible Health Plan (HDHP)
- Preventive care such as routine physical exams, certain tests and immunizations are covered at 100% (no deductible) on all medical plans
- Maintenance medications, or those taken on a consistent basis, may be ordered through the mail order program (90-day supply) for 2.5x the retail copay

Employee Contribution (Monthly)			
Coverage Category	Buy-Up PPO	Base PPO	HDHP
Employee Only	\$100.47	\$68.42	\$16.95
Employee + Spouse	\$400.15	\$294.38	\$257.13
Employee + Child(ren)	\$339.63	\$249.86	\$218.24
Employee + Family	\$593.38	\$436.53	\$381.29

Pharmacy Retail Copays (31 – Day Supply) – All Medical Plans	
Generic	\$10 Copay
Preferred Brand	\$35 Copay
Non – Preferred Brand	\$60 Copay

CIGNA DENTAL PLAN

- Two dental plans are available – a PPO and an HMO plan
- Routine preventive care covered at 100% on both plans
- **PPO Plan:** You are free to see any dentist you choose; however, additional discounts may apply by choosing one who is in-network. A deductible will apply to most procedures beyond preventative care, and then the plan pays a percentage of the costs for care
- **HMO Plan:** You are required to choose a designated dentist. There are no deductibles to meet before eligible costs are covered with your copay. You pay copays based on Cigna's Patient Copay Schedule



Employee Contribution (Monthly)		
Coverage Category	Cigna Dental PPO	Cigna Dental HMO
Employee Only	\$20.39	\$7.69
Employee + Spouse	\$60.25	\$22.72
Employee + Child(ren)	\$76.87	\$28.98
Employee + Family	\$131.42	\$49.55



VSP VISION PLAN

- You may go to any eye care provider you choose for care, however, by utilizing providers who are part of the VSP Choice network, you will receive discounts on services

Employee Contribution (Monthly)	
Coverage Category	
Employee Only	\$9.63
Employee + Spouse	\$15.40
Employee + Child(ren)	\$15.73
Employee + Family	\$25.36